



RESOLUTION

APPROVING COLLECTIVE BARGAINING COST ITEMS FOR THE INCLUDED AND EXCLUDED EMPLOYEES OF THE CITY AND COUNTY OF HONOLULU IN BARGAINING UNITS 2, 3, AND 4 (HAWAII GOVERNMENT EMPLOYEES ASSOCIATION).

WHEREAS, Chapter 89, Hawaii Revised Statutes ("HRS"), establishes a statewide collective bargaining process for public employees; and

WHEREAS, pursuant to Chapter 89, HRS, the employers and representatives of Bargaining Units 2, 3, and 4 (Hawaii Government Employees Association) began negotiations in June 2012, concerning collective bargaining agreements for the employees in the bargaining units; and

WHEREAS, the parties agreed to a new contract which was ratified on April 24, 2013; and

WHEREAS, the new collective bargaining agreements make adjustments to wages and is effective from July 1, 2013 through June 30, 2015; and

WHEREAS, pursuant to Section 89-10(b) and 89-11(g), HRS, the wage cost items are subject to appropriations by the respective legislative bodies; now therefore,

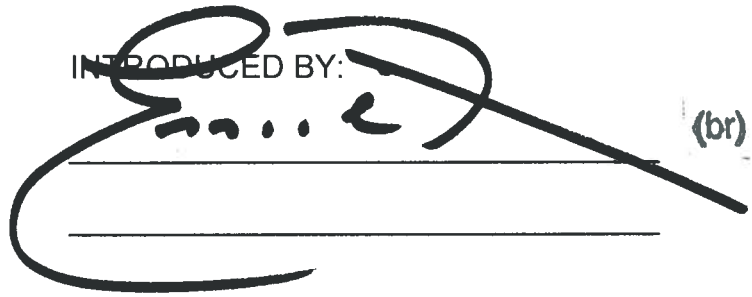
BE IT RESOLVED by the Council of the City and County of Honolulu that it approve the collective bargaining cost items for the included and excluded employees of the City and County of Honolulu in Bargaining Units 2, 3, and 4, a summary of which is attached as Exhibit A; and



RESOLUTION

BE IT FINALLY RESOLVED that copies of this Resolution be transmitted to the Mayor and Director of Human Resources of the City.

INTRODUCED BY:



(br)

DATE OF INTRODUCTION:

APR 30 2013
Honolulu, Hawaii

Councilmembers

**COLLECTIVE BARGAINING REPORT TO CITY COUNCIL
HGEA AGREEMENT FOR BARGAINING UNITS 2, 3, AND 4**

The current collective bargaining agreements for Bargaining Units 2, 3, and 4, with the Hawaii Government Employees Association (HGEA) expire on June 30, 2013. Negotiations for successor agreements began in October 2012. The Employer and Union tentatively agreed to a new contract on April 22, 2013. HGEA held statewide ratification meetings from April 22-24, 2013.

The settlement covers the following City employees:

Bargaining Unit	Included	Excluded	Total
02 - Blue Collar Supervisors	209	0	209
03 - White Collar Non-supervisory	1656	179	1,835
04 - White Collar Supervisory	139	1	140
TOTAL	2,004	180	2,184

(Based on filled positions as of March 31, 2013)

Summary of Settlement

I. Duration

Each agreement is effective from July 1, 2013, to and including June 30, 2015.

II. Salaries

A. Bargaining Unit 2

1. Effective 7/1/13, increase the rates on the salary schedule by 4.0%, and 4.0% increase to employees not assigned to salary schedule.
2. Effective 7/1/13 – 6/30/14, there shall be no step movements.
3. Effective 7/1/14, increase the rates on the salary schedule by 2.0%, and 2.0% increase to employees not assigned to salary schedule.
4. Effective 7/1/14, employees who were eligible but did not receive a step movement during 7/1/09 – 6/30/14 shall receive their step movement on 7/1/14.

5. Effective 7/1/14, employees who become eligible for a step movement during 7/1/14 – 6/30/15 shall receive their step movement on their step movement date.
6. Effective 7/1/14, employees who are employed as of 6/30/14 on the maximum step or employees not assigned to the salary schedule shall receive a one-time lump sum payment of \$1,000.

B. Bargaining Units 3 and 4

1. Effective 7/1/13, add 1 new maximum step M (31 years of service) to the salary schedule and employees who are employed as of 6/30/13 shall receive a step movement on 7/1/13.
2. Effective 7/1/13, employees who are employed as of 6/30/13 and not assigned to the salary schedule shall receive a one-time lump sum payment of \$1,500.
3. Effective 7/1/14, increase the rates on the salary schedules by 4.0%, and 4.0% increase to employees not assigned to salary schedule or between steps.

The following chart summarizes the City's estimated costs for the two-year contract period:

SALARY COSTS FOR BARGAINING UNITS 2, 3, & 4			
	FY 2014	FY 2015	Total
Without BWS			
Included Employees	4,114,419	8,461,068	12,575,487
Excluded Employees	2,386,132	2,192,475	4,578,607
TOTAL	6,500,551	10,653,543	17,154,094
With BWS			
Included Employees	4,558,553	9,326,977	13,885,529
Excluded Employees	2,423,195	2,257,383	4,680,577
TOTAL	6,981,747	11,548,359	18,566,107

III. Employer-Union Health Benefits Trust Fund (EUTF)

- A. Effective 7/1/13, the Employer will pay specific monthly contributions which are generally equivalent to 60% of the premium cost and 60% of the administrative fees for the Trust Fund health benefit plans and 100% of the premiums and fees for the Life Insurance plan.
- B. Effective 7/1/14, the Employer will pay specific monthly contributions which are generally equivalent to 60% of the premium cost and 60% of the administrative fees for all plans except the life insurance plan (for which the Employer shall 100% of the premiums and fees) and the PPO and HMO plans. The Employer will pay a specific dollar amount for the PPO and HMO plans. The dollar amounts the Employer will pay will be the 2013-2014 Employer Contribution rates plus an increase of \$10, \$20 or \$30, for the self-only, two-party and family rates, respectively.

The total Employer's contribution regarding EUTF is as follows:

EUTF COSTS FOR BARGAINING UNITS 2, 3, & 4		
	FY 2014	FY 2015
TOTAL	9,542,384	9,970,734

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII
CERTIFICATE

RESOLUTION 13-97

Introduced: 04/30/13 By: ERNEST MARTIN (BR)

Committee: BUDGET

Title: RESOLUTION APPROVING COLLECTIVE BARGAINING COST ITEMS FOR THE INCLUDED AND EXCLUDED EMPLOYEES OF THE CITY AND COUNTY OF HONOLULU IN BARGAINING UNITS 2, 3, AND 4 (HAWAII GOVERNMENT EMPLOYEES ASSOCIATION).

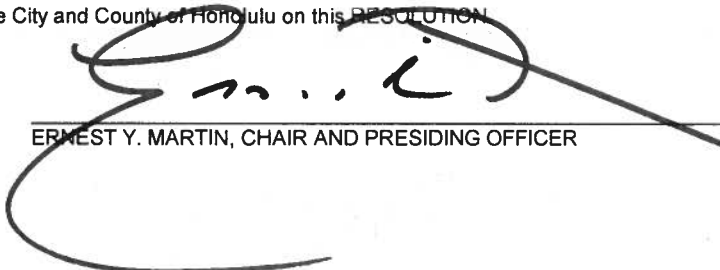
Links: [RES13-97](#)
[CR-158](#)

Voting Legend: Y= Aye, Y* = Aye w/Reservations, N = No, A = Absent, ABN = Abstain

BUDGET	05/15/13	CR-158 – RESOLUTION REPORTED OUT OF COMMITTEE FOR ADOPTION.							
COUNCIL	06/05/13	CR-158 AND RESOLUTION 13-97 WERE ADOPTED.							
ANDERSON	Y	CHANG	Y	FUKUNAGA	Y	HARIMOTO	Y	KOBAYASHI	Y
MANAHAN	Y	MARTIN	Y	MENOR	Y	PINE	A		

I hereby certify that the above is a true record of action by the Council of the City and County of Honolulu on this RESOLUTION


BERNICE K. N. MAU, CITY CLERK


ERNEST Y. MARTIN, CHAIR AND PRESIDING OFFICER